

Section 6	Compliance Policies		- Effective
Subject 6.1	General Compliance Issues		- Revised
Policy 6.1.2	Non-Retaliation Policy	Compliance Office	- Reviewed
			- Author

Non-Retaliation Policy

Audience

The information here is intended for all faculty, students, employees, contract employees, and volunteers.

Policy

All UTMB employees shall be allowed to freely discuss and raise questions to managers or to the appropriate personnel about situations they feel are in violation of federal and state law, UTMB and UT System policy, and/or accreditation and regulatory requirements.

All UTMB employees have a personal obligation to report any activity that appears to violate applicable laws, regulations, rules, policies, procedures, or the Standards of Conduct Guide through the normal administrative process and procedures. However, employees may also make reports through the Fraud and Abuse Hotline (800-898-7679).

UTMB shall not intimidate, threaten, coerce, discriminate against, or take any retaliatory action against the following individuals or in the following situations:

- Any patient, legally authorized representative, employee, association, organization or group that in good faith:
 1. Discloses or threatens to disclose information about a situation they feel is inappropriate, or potentially illegal;
 2. Provides information to or testifies against the alleged offending individual or UTMB;
 3. Objects to or refuses to participate in an activity they feel are in violation of federal and state law, UTMB and UT System policy, or accreditation requirements;
 4. Is involved in any compliance review or peer review process; or
- Files a valid or legitimate report or a complaint, or an incident report.

Investigation of Retaliation

The Office of Institutional Compliance will review any allegation of retaliation and will ensure that a proper investigation is conducted as appropriate.

Enforcement

All supervisors are responsible for enforcing this policy. Individuals who violate this policy will be subject to the appropriate and applicable disciplinary process, up to and including termination or dismissal.

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Non-Retaliation Policy, continued

References

45 C.F.R. §164.530(g)

IHOP Policy 3.10.1, *Discipline and Dismissal*

IHOP Policy 7.1.3, *Student Conduct and Discipline*
